



FAIRLANDS PRIMARY SCHOOL

Pound Avenue
Stevenage
Hertfordshire
SG1 3JA

30th March 2023

Parent/Carer Forum – Equality, Diversity and Inclusion

Dear Parent/Carer,

Next term, we would like to invite the parents/carers to attend one parent forum discussion groups listed below, based on you or your child's ethnicity. We will also hold pupil discussion groups for each ethnic demographic during the same week.

Our aim was to be sensitive in the way we have organised these groups, so that those who attend feel safe to discuss shared experiences in the first instance. However, we are aware that in any data collection scenario it can be frustrating to not feel that you are recognised. If you feel that you have been unable to attend any of these groups for that reason, please do contact Mrs Herron or Miss Brooker, as we would like to ensure that as many of you as possible feel able to participate. We have also attached the questions that we will be using to prompt the discussions. It is not an exhaustive list of questions and the discussions will ultimately be led by those who attend and the points they raise.

All the sessions will be with Mrs Herron and Miss Brooker, and will take place in the upper hall at 2pm.

Monday 15th May	Parents and carers for whom their ethnicity, or that of their child, is Asian. Including but not limited to, those from, India, Pakistan and Bangladesh.
Monday 22nd May	Parents and carers for whom their ethnicity, or that of their child, is Asian. Including but not limited to, those from China, Philippines and Indonesia
Monday 12th June	Parents and carers for whom their ethnicity, or that of their child, is Eastern European. Including but not limited to, those from Poland, Bulgaria, Turkey and Romania
Monday 3rd July	Parents and carers who have been unable to attend any of the other sessions.

At Fairlands, we are constantly striving to learn more and gain a deeper understanding of the diversity of our school and are committed to working to ensure that all our pupils, and their families, feel included and accepted in our school community.

The Equalities Act (2010) outlines protected characteristics and states that no-one should face discrimination because of: Race, Religion, Sex, Gender, Age, Disabilities, Sexual Orientation, Pregnancy or Maternity, Marriage or Civil Partnership.

We are already addressing many aspects through our robust programmes of Values Education, Jigsaw sessions and the No Outsiders activities, with a view to implementing and establishing an unwavering ethos of inclusion, acceptance and understanding of different groups of people. However, there is still work to be

done on understanding the views of different groups of people and what we can do better to help them to feel included and accepted.

We have already held one discussion group and received positive support, contributions and feedback, and constructive criticism. The parents who attended said they welcomed the opportunity to voice their views and opinions and to be heard and valued. We have also begun to speak to groups of pupils and invite them to share their views and experiences of racism at Fairlands. Again, this has been well received and those pupils who agreed to engage said they felt heard and understood.

Our next step is to further tackle instances of racism. Our aims are to understand the historical nature, emotions and impacts these incidences have; to discuss the use of language for different races; to broaden our strategies for inclusion for all.

We are looking forward to seeing you there and to working with you to eliminate racism at Fairlands.

Thank you for your support.

Mrs Herron and Miss Brooker

Equalities, Diversity and Inclusion Leads

Discussion questions

1. Do you think the school celebrates diversity?
2. Do you think the school equips your child well for life in modern day society?
3. Do you think that the school's ethos and practises are effective in eliminating discrimination?
4. Do you think the school encourages people of different racial groups to become involved in the school?
5. Do you think the school promotes positive images of minoritised groups on the website?
6. Do you think the school challenges stereotypes?
7. Do you think the school challenges racism?
8. What do you understand is the ethos of the school?
9. As a parent, do you feel you are given the opportunity to contribute to the school ethos?
Do you feel able to contribute?
10. How do you think the school could improve further on its teaching of equality and diversity?
11. How diverse, integrated and fair do you/your children feel school is?
12. Does your child feel like they belong at school?
13. Do you think your child feels able to talk to school staff about any worries or concerns they have?
14. Would you be interested in attending further workshops/discussions groups regarding promoting equality, diversity and inclusion?